

BILL NO. S-92-06-22 (as amended)

SPECIAL ORDINANCE NO. S-115-92.

AN ORDINANCE fixing the salaries of
all members of the Police and Fire Departments
of the City of Fort Wayne, Indiana
for the year 1993.

WHEREAS, the Mayor and the Common Council of the City of
Fort Wayne, Indiana have, according to the powers outlined in
IC 36-8-3-3-(d), assigned to all members of the Police and Fire
Departments of the City of Fort Wayne a Labor Grade under the
City Classification System established by Ordinance No. S-34-
73 as subsequently modified and improved, which grades should
accurately reflect the duties and responsibilities of said
employees, and

WHEREAS, the Mayor of the City of Fort Wayne has
recommended a maximum salary level for each labor grade in a
systematic way, and

WHEREAS, the Common Council must assure that salaries
reflect the duties and responsibilities assigned to each
employee, and to be certain that such salaries are fair and
equitable, and

WHEREAS, the funds of such salaries are to be provided
by the 1993 City Budget operating funds and other sources as may
be specified by the Common Council.

NOW, THEREFORE, BE IT ORDAINED BY THE COMMON COUNCIL OF
THE CITY OF FORT WAYNE, INDIANA:

SECTION 1. That all members of the Police and Fire
Departments of the City of Fort Wayne, shall be classified by the
departments, titles and labor grades herein designated, and that
no changes be made in any labor grade without the specific
approval of the Common Council except for those brought about by
collective bargaining with authorized representatives of City
employees in accordance with the existing collective bargaining
agreements.

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SECTION 2. That the following scale of Minimum and Maximum Salaries is hereby fixed and authorized as a scale for approved labor grades. It shall be the City's policy that no employee shall be paid below the minimum and the maximum will not be exceeded, except for approved shift differentials, approved longevity pay, approved overtime pay, approved technical skill pay, approved educational bonus or approved clothing allowance.

A. That the following fringe benefits are hereby approved for the year 1993 for the employees in the Fire Command:

FIRE COMMAND APPROVED SUPPLEMENTAL FRINGE BENEFITS

- 25 year longevity bonus \$1,000/yr
- Hazardous Duty/Technical Pay 750/yr
- Educational Bonus 250/yr
(Associate Degree or higher - Fire Science Technology)
- Clothing Allowance \$1,000/yr

B. That the following fringe benefits are hereby approved for the year 1993 for the employees in the Police Command:

POLICE COMMAND APPROVED SUPPLEMENTAL FRINGE BENEFITS

- Educational Bonus
 - Associate's Degree \$450/yr
 - Bachelor's Degree 900/yr
 - Master's Degree 1,350/yr
- Clothing Allowance 1,000/yr

SEE EXHIBIT "A" ATTACHED HERETO AND MADE A

PART HEREOF IN ITS ENTIRETY

This scale, as reflected on Exhibit "A", is an attempt to maintain an orderly, consistent and competitive pay policy and is based upon the application of results of salary surveys. Actual adjustments in salaries within amounts fixed herein by

Council will result from 1) any general increase to be specified subsequent to adoption of this Ordinance, and/or 2) any adjustment to the base pay for an individual's labor grade, and/or 3) progression to a level specified in an approved collective bargaining agreement between the City of Fort Wayne and a recognized representative organization.

SECTION 3. The following is a true and complete listing of all members of the Police and Fire Departments of the City of Fort Wayne salaried non-bargaining unit positions by Department, Position Title, and Labor Grade. It does not include those positions which are specified as part of a bargaining unit having a written economic agreement with the City negotiated by the Director of City Personnel and approved by Common Council.

	<u>LABOR GRADE</u>	<u>TITLE</u>
<u>POLICE CIVILIANS</u>		
	14	Director, Victim's Asst.
	13	Public Safety Records Supervisor
	11	Sr. Victim's Advocate
	11	Administrative Assistant
	10	Sr. Crime Analyst
	9	Records Bureau Technician
	9	Child Safety Educator
	9	Victim's Advocate
	8	Executive Secretary IX
	8	Crime Analyst
<u>POLICE COMMAND</u>		
	17	Chief of Police
	16	Assistant Chief
	15	Deputy Chief
	13	Captain

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FIRE COMMAND

17	Fire Chief
16	Deputy Chief
15	Assistant Chief
13	District Chief
8	Executive Secretary VIII

SECTION 4. Police and Fire employees, as indicated herein, participate in Collective Bargaining with the City for economic conditions. Pursuant to State Statute such economic conditions must be approved by the Common Council. Such economic conditions include, but are not limited to, base pay and monetary fringe benefits. These matters will be negotiated by and between the City and the appropriate bargaining unit for the year 1993. Upon conclusion of such negotiations the appropriate Ordinances shall be submitted to the Common Council for approval.

Employees covered by recognized bargaining unit representatives (Unions) will receive a salary established by the Collective Bargaining process as long as this pay does not exceed the table of maximum salaries authorized in Section 2, above.

SECTION 5. In addition to the compensation for positions listed herein the City shall contribute 3% of employees' salary to the Public Employees Retirement Fund (PERF) except for those positions which are commonly referred to as Police and Fire Command.

SECTION 6. From and after the first day of January 1993, all members of the Police and Fire Departments of the City of Fort Wayne will be paid according to this, the above and following provisions of this ordinance, subject to budgetary limitations, collective bargaining agreements, future changes or amendments enacted by Common Council.

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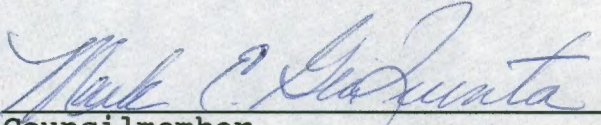
SECTION 7. That civilian employees in the Police and Fire Departments subject to this Ordinance will conform to the Official City Personnel Policies and Procedures relating to hiring, pay, and other related practices, approved by the Mayor and administered by the City's Personnel Department.

SECTION 8. If any section, clause, sentence, paragraph or part or provisions of this Ordinance be found invalid or void by a court of competent jurisdiction, it shall be conclusively presumed that this Ordinance would have passed by the Common Council without such invalid section, clauses, paragraph, part or provisions, and the remaining parts of the Ordinance will remain in effect.

SECTION 9. The Municipal Code of the City of Fort Wayne references, in codification form, salary ordinances previously adopted by the City Council for past years. Such salary ordinances have a duration of one year and thus, with the exception of the 1992 salary ordinance, have expired. However, to avoid confusion, it is hereby stated that commencing January 1, 1993, any conflict between the terms and conditions hereof and any previous ordinance shall be resolved in favor of this ordinance.

SECTION 10. Two copies of all attachments and Exhibits referred to in this Ordinance shall be kept on file with the City Clerk of Fort Wayne for the purpose of public inspection.

SECTION 11. This Ordinance shall be in full force and effect from and after its passage and approval by the Mayor.


Councilmember

APPROVED AS TO FORM
AND LEGALITY

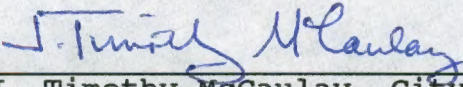

J. Timothy McCaulay, City Attorney

EXHIBIT "A"

NEW SALARY RANGES - FOR 1993

LABOR GRADE	MINIMUM	MAXIMUM
1	\$10,543	\$15,122
2	11,862	17,012
3	13,179	18,903
4	14,499	20,796
5	15,815	22,685
6	17,134	24,574
7	18,451	26,465
8	19,769	28,355
9	21,051	30,246
10	22,405	32,136
11	23,722	34,026
12	25,041	36,483
13	26,360	37,809
14	27,676	39,694
15	28,995	41,585
16	31,979	45,865
17	35,574	51,037
18	39,485	56,631
19	43,870	62,923

Read the first time in full and on motion by Don Jentle, and duly adopted, read the second time by title and referred to the Committee on Committee of Public Safety (and the City Plan Commission for recommendation) and Public Hearing to be held after due legal notice, at the Common Council Council Conference Room 128, City-County Building, Fort Wayne, Indiana, on _____, 19____, at _____ o'clock _____ M., E.S.T.

DATED: 6-23-92 Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Read the third time in full and on motion by Edmond, and duly adopted, placed on its passage. PASSED KQSP by the following vote:

	AYES	NAYS	ABSTAINED	ABSENT
TOTAL VOTES	<u>6</u>			<u>3</u>
BRADBURY				<u>1</u>
EDMONDS	<u>1</u>			
GiaQUINTA				<u>1</u>
HENRY				<u>1</u>
LONG	<u>1</u>			
LUNSEY	<u>1</u>			
RAVINE	<u>1</u>			
SCHMIDT	<u>1</u>			
TALARICO	<u>1</u>			

DATED: 7-28-92 Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Passed and adopted by the Common Council of the City of Fort Wayne, Indiana, as (ANNEXATION) (APPROPRIATION) (GENERAL) (SPECIAL) (ZONING) ORDINANCE RESOLUTION NO. I-115-92 on the 28th day of July, 1992

ATTEST: Sandra E. Kennedy (SEAL) Don J. Schmitter
SANDRA E. KENNEDY, CITY CLERK PRESIDING OFFICER

Presented by me to the Mayor of the City of Fort Wayne, Indiana, on the 29th day of July, 1992, at the hour of 11:00 o'clock PM, M., E.S.T.

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Approved and signed by me this 30th day of July, 1992, at the hour of 7:30 o'clock PM M., E.S.T.

PAUL HELMKE
PAUL HELMKE, MAYOR

DIGEST SHEET

TITLE OF ORDINANCE: An Ordinance fixing the salaries of all members of the Police and Fire Departments of the City of Fort Wayne, Indiana for the year 1993.

*O-92-06-22
(be amended)*
DEPARTMENT REQUESTING ORDINANCE: Personnel/Labor Relations (6-16-92)

SYNOPSIS OF ORDINANCE: Fixes fringe benefits, labor grades, and salary ranges for Police Command, Police Civilian, and Fire Command employees for the year 1993.

Labor Grade changes:

Director, Victim's Assistance - from LG 13 to LG 14
per re-evaluation approved by Salary Review
Committee 1-25-90

Victim's Advocate - from LG 8 to LG 9
per re-evaluation approved by Salary Review
Committee 4-11-91

Executive Secretary IX (Police Civ) - from LG 6 to LG 9
per re-evaluation

Executive Secretary VII (Fire) - from LG 7 to LG 8
per re-evaluation

(Salary Review Committee has recommended that all positions be labor-graded according to our evaluation system as soon as practicable.)

EFFECT OF PASSAGE: Approve labor grade changes listed and salary range increase of 3.5 percent above 1992 ranges.

EFFECT OF NON-PASSAGE: Labor grades and salary ranges remain at 1992 levels.

MONEY INVOLVED (DIRECT COSTS, EXPENDITURES, SAVINGS): Actual Cost of Living percentage for 1993 not known at this time.

ASSIGNED TO COMMITTEE (PRESIDENT): _____

BILL NO. S-92-06-22 *(as amended)*

REPORT OF THE COMMITTEE ON
THE COMMITTEE OF THE WHOLE

DONALD J. SCHMIDT, CHAIR
CLETUS R. EDMONDS, VICE CHAIR
ALL COUNCIL MEMBERS

WE, YOUR COMMITTEE ON THE COMMITTEE OF THE WHOLE TO WHOM WAS
REFERRED AN (ORDINANCE) ~~(RESOLUTION)~~ fixing the salaries
of all members of the Police and Fire Departments of the City of
Fort Wayne, Indiana for the year 1993

HAVE HAD SAID (ORDINANCE) ~~(RESOLUTION)~~ UNDER CONSIDERATION
AND BEG LEAVE TO REPORT BACK TO THE COMMON COUNCIL THAT SAID
(ORDINANCE) ~~(RESOLUTION)~~

DO PASS

DO NOT PASS

ABSTAIN

NO REC

(Signature)
Mark P. G. Quintana
David J. ...
D. S. ...
Public ...
Brady
Sam J. Talarico

DATED: 7-28-92.

Sandra E. Kennedy
City Clerk